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THIS BOOK DOES
NOT CIRCULATE

AGREEMENT

BETWEEN

THE TOWNSHIP OF OCEAN BOARD OF EDUCATION
OAKHURST, MONMOUTH COUNTY, NEW JERSEY

AND

THE TOWNSHIP OF OCEAN ADMINISTRATORS ASSOCIATION

TOWNSHIP OF OCEAN SCHOOL DISTRICT

July 1, 1972

TABLE OF CONTENTS

	<u>Page</u>
MEMBERS, OFFICERS AND STAFF	ii
ARTICLE I - RECOGNITION CLAUSE	1
ARTICLE II - VACATION	2
ARTICLE III - LONGEVITY	3
ARTICLE IV - CURRENT BENEFITS	4
ARTICLE V - SICK LEAVE	5
ARTICLE VI - HEALTH INSURANCE COVERAGE	6
ARTICLE VII - ASSOCIATION RIGHTS AND PRIVILEGES	7
ARTICLE VIII - ANNUITY PROGRAM	8
ARTICLE IX - SALARY GUIDE	9-10
ARTICLE X - DURATION OF AGREEMENT	11
ARTICLE XI - BOARD RIGHTS AND PRIVILEGES	12
ARTICLE XII - MISCELLANEOUS PROVISIONS	13
ARTICLE XIII - LIFE INSURANCE COVERAGE	14
ARTICLE XIV - CERTIFICATION OF AGREEMENT	15

MEMBERS, OFFICERS AND STAFF

A. BOARD OFFICERS, MEMBERS AND STAFF

1. Board Members and Staff

Mr. Frank R. Beardsley - Vice President

Mr. Mark Abrams

Mrs. Rose A. Hlatky

Mrs. Constance Hughes

Mr. Robert J. MacKee

Mr. William E. Pullen

Dr. Joel Shappirio

Dr. Carney A. Vetrano

Dr. Charles A. Scott - Superintendent of Schools

Mr. Marshall D. Conklin - Board Secretary; School Business
Administrator

Mr. Peter Shebell - Board Attorney

2. Members on Negotiating Committee

Peter Shebell, Jr., Esq. - Chairman

Mr. Mark Abrams

Dr. Charles A. Scott

B. ADMINISTRATORS' ASSOCIATION OFFICERS AND STAFF

1. Administrators' Association Officers

Mr. Charles Grippaldi - President

Mr. Robert Mahon - Secretary

Mr. Joseph Palaia - Treasurer

2. Administrators' Negotiating Committee

ARTICLE I - RECOGNITION CLAUSE

The Township of Ocean Board of Education hereby recognizes the Township of Ocean Administrators' Association as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment for all full-time principals, assistant principals, director of elementary education, staff assistant personnel, high school guidance director, coordinator of special services, and director of health, physical education and driver education, K-12.

ARTICLE 11 - VACATION

1. Two weeks after completion of one year within the District.
2. Three weeks after completion of two years within the District.
3. Four weeks after completion of three years within the District.

ARTICLE III - LONGEVITY

A. Experience Within The District In Any Position

1. After the completion of the 14th year a \$300.00 increment and annually thereafter
2. After the completion of the 17th year a \$300.00 increment and annually thereafter
3. After the completion of the 20th year another \$300.00 increment and annually thereafter

and or,

B. Experience Within Or Without The District In Any Position

1. After the completion of the 14th year a \$300.00 increment and annually thereafter
2. After the completion of the 17th year a \$200.00 increment and annually thereafter
3. After the completion of the 20th year another \$200.00 increment and annually thereafter

ARTICLE IV - CURRENT BENEFITS

Agree to continue all benefits agreed to under the present Administrators' 1971-1972 contract.

ARTICLE V - SICK LEAVE

Twelve-month employees shall receive twelve (12) days sick leave per year.

ARTICLE VI - HEALTH INSURANCE COVERAGE

The Board of Education shall pay up to the full cost of the Family Plan for the basic Comprehensive Group Packaged Protection of Blue Cross, Blue Shield with combined extended benefits of Rider "J", and shall be the same insurance coverage that is now being provided. Also, the Board shall pay up to the full cost of the Family Plan for the Major Medical insurance coverage that is now currently being provided by the "New Jersey Public and School Employees Health Benefits Plan".

The "New Jersey Public and School Employees Health Benefits Plan" is provided by the following:

1. Hospital Service Plan of New Jersey - (New Jersey Blue Cross Plan)
2. Medical-Surgical Plan of New Jersey - (New Jersey Blue Shield Plan)
3. The Prudential Insurance Company of America - (Major Medical Plan)

ARTICLE VII - ASSOCIATION RIGHTS AND PRIVILEGES

The Township of Ocean Administrators shall receive all the appropriate rights and privileges accorded to the members of the other bargaining units functioning in the Township of Ocean School District.

ARTICLE VIII - ANNUITY PROGRAM

Agree that a joint Board-Administrator Committee shall be established to study the development of an acceptable annuity program. The committee shall make recommendations to the Board and the Administrators' Association for their consideration prior to the expiration date of this contract. This committee shall be comprised of two administrators, three board of education members, and the superintendent of schools.

This committee shall also study the question of accumulation of unused sick leave at the time of retirement, termination of employment or if death occurs.

This Article shall be implemented in the 1972-1973 school year.

ARTICLE IX - SALARY GUIDE

Agree to the following salary guide and salaries for the Administrators for the 1972-1973 school year:

PART I - SALARY GUIDE

- A. Base Salary - Equivalent years of experience on the Bachelor scale for 1972-1973
- B. Education - \$1,000.00 For Master's Degree
\$2,000.00 For Master's Degree, plus 30 credits which must be in administration over the Master's Degree
\$3,000.00 For Doctorate
- C. Responsibility - \$2,500.00 For High School Principal
\$1,750.00 For Middle School Principal
\$ 750.00 For Elementary School Principal, High School Assistant Principal and Director of Elementary Education
\$ 500.00 For Middle School Assistant Principal, Director of Guidance, Staff Assistant-Personnel, Director of Special Services, and Supervisor of Health, Physical Education and Driver Education, K-12
- D. Experience - \$700.00 For each year of experience up to a maximum of five(5) years

PART II - SALARIES OFFERED ON A 12 MONTH YEAR

<u>Name</u>	<u>Base</u>	<u>Educa- tion</u>	<u>Respon- sibility</u>	<u>Exper- ience</u>	<u>Base Salary</u>	<u>Long evity</u>	<u>Total Salary</u>
Covino	\$14,300.	\$2,000.	\$1,750.	\$3,500.	\$21,550.	\$900.	\$22,450.
Dell'Omo	14,300.	2,000.	750.	3,500.	20,550.	500.	21,050.
Fogler	14,300.	1,000.	500.	2,800.	18,600.	300.	18,900.
Grippaldi	14,300.	2,000.	750.	3,500.	20,550.	700.	21,250.
Hartnett	14,300.	2,000.	750.	3,500.	20,550.	700.	21,250.
Mahon	14,300.	1,000.	2,500.	2,800.	20,600.	300.	20,900.
Morgan	10,260.	1,000.	500.	2,800.	14,560.	0	14,560.
Palaia	14,300.	2,000.	750.	3,500.	20,550.	900.	21,450.
Rasp	14,300.	1,000.	750.	3,500.	19,550.	700.	20,250.
Rizzi	14,300.	2,000.	500.	3,500.	20,300.	500.	20,800.
Vineburg	14,300.	2,000.	750.	3,500.	20,550.	500.	21,050.
Vodola	14,300.	3,000.	500.	2,800.	20,600.	700.	21,300.
Young	14,300.	1,000.	500.	2,800.	18,600.	0	18,600.

Salary Guide - Continued

PART III - SUPPLEMENTAL INCOME

J. Anthony Covino and Eugene Fogler shall receive the sum of \$500.00 on July 1, 1973 for administration duties performed while their school was on split session for the 1972-1973 school year.

Supplemental income in the form of \$500.00 shall be paid to the following administrators whose schools are on split sessions for the 1973-1974 school year, subject to the approval of the Superintendent of Schools:

1. Building Principal
2. Assistant Principal
3. Director of Elementary Education

ARTICLE X - DURATION OF AGREEMENT

This Agreement shall be binding upon the parties for the school year 1972-1973 and continued in full force and effect until a new agreement has been negotiated and signed.

ARTICLE XI - BOARD RIGHTS AND PRIVILEGES

It is hereby mutually stipulated, agreed and understood, by and between the Parties hereto that nothing herein contained shall operate, or be construed as a waiver of any of the rights, powers, privileges, or duties of the Board, by or under the laws of the State of New Jersey.

ARTICLE XII - MISCELLANEOUS PROVISIONS

1. Individual Employment Contracts

It is mutually agreed and understood between the Parties that each individual member of the Administrators' Association shall sign an employment contract with the Board which contract shall designate:

- A. Type of Employment
- B. Term of Employment
- C. Rate and method of payment
- D. Representation of appropriate certificate
- E. Require the faithful and satisfactory performance of duties of the member
- F. Termination of employment

The individual employment contracts are incorporated herein by reference and shall be subject to the terms and provisions of the agreement and to the laws of the State of New Jersey.

2. Automobile Liability Insurance

There shall be no change. Present coverage offered is up to \$1,000,000. on non-ownership vehicles.

3. Administrative Recognition

The Board agrees to the statement that the Administrators are part of Management

4. Administrative Representation

The Board expects that the Superintendent of Schools will consult with the School Administrators when preparing recommendations to the Board. The Board further would anticipate that in those areas where policy matters are being discussed, that a representative of the Administrators Association may be requested to be present for consultations. The Board may request that a representative of the Administrators Association be present when subordinate personnel negotiations are in progress, other than salary.

The Board agrees that the consultation with the Administrators shall be accepted upon a trial basis and it shall be reviewed by the Administrators.

ARTICLE XIII - LIFE INSURANCE COVERAGE

All administrators shall be provided with \$10,000.00 worth of term life insurance at the Board's expense.

ARTICLE XIV - CERTIFICATION OF AGREEMENT

IN WITNESS WHEREOF, the Association has caused this Agreement to be signed by its President and Secretary, and the Board has caused this Agreement to be signed by its President and Secretary and has placed hereon its corporate seal:

TOWNSHIP OF OCEAN ADMINISTRATORS'
ASSOCIATION

TOWNSHIP OF OCEAN BOARD OF EDUCATION

Executed for the Association:

Executed for the Board:

<u>Charles J. Pappalardo</u>	<u>8/28/72</u>	<u>Frank R. Bradsley</u>	<u>7/18/72</u>
President	Date	President	Date
<u>Robert Mohr</u>	<u>8/29/72</u>	<u>Michael D. Calkin</u>	<u>7/18/72</u>
Secretary	Date	Secretary	Date